



PLANETSPARK

A practical diagnostic tool for working professionals who want to benchmark their performance, identify blind spots, and build a focused growth plan — in under 20 minutes.



Why Self-Assessment Changes Everything



Most professionals move through their careers reacting — to feedback, to reviews, to market shifts — rather than proactively diagnosing their own performance. The result? A perpetual gap between potential and output. High performers think differently. They don't wait for an annual review to understand where they stand. They build a habit of honest, structured self-reflection that informs how they spend their time, energy, and focus.

This quiz is designed to close that gap. It gives you a rigorous, structured lens to evaluate yourself across the five domains that actually drive career performance: **Clarity, Execution, Communication, Resilience, and Growth Mindset**. Each domain reflects what the best managers, consultants, and leaders consistently demonstrate — not in theory, but in practice.

Use this resource as a read-through on your first pass, then return to it quarterly. Treat it like a professional health check. The goal is not to grade yourself harshly — it is to surface the one or two levers that, if pulled, would move everything else forward. That is the power of intentional self-assessment.

How to Use This Resource

 Read through all five domains before scoring. This prevents anchoring bias.

- **Step 1:** Read each domain section fully
- **Step 2:** Score yourself on the 1–5 scale provided
- **Step 3:** Total your scores per domain
- **Step 4:** Identify your top 2 growth areas
- **Step 5:** Fill in your 30-day action plan

 Time required: 15–20 minutes for full completion.

The Five Domains of High Performance

Each domain below contains a short explanation, a set of quiz statements, and a scoring guide. Rate yourself honestly — this tool works only when you resist the urge to score yourself as you *want* to be, rather than how you *currently* operate.

1

Clarity

You know your goals, priorities, and success metrics — and they guide your daily decisions.

2

Execution

You consistently follow through on commitments, manage time well, and deliver quality outputs.

3

Communication

You convey ideas clearly, listen actively, and influence without authority across contexts.

4

Resilience

You manage stress, recover from setbacks, and maintain performance under pressure.

5

Growth Mindset

You actively seek feedback, learn continuously, and adapt to change with curiosity.

 Scoring Key: **1 = Rarely/Never** | **2 = Sometimes** | **3 = Often** | **4 = Usually** | **5 = Consistently/Always**

Domain 1: Clarity

Clarity is the foundation of high performance. Without it, even the most talented professionals burn energy on the wrong things. This domain assesses how well you understand your professional priorities, align your daily work to longer-term goals, and make decisions with confidence rather than ambiguity.

Quiz Statement	Your Score (1–5)	Notes / Evidence
I can articulate my top 3 professional priorities for this quarter without hesitation.	___	
I know exactly what "success" looks like in my current role — and it's measurable.	___	
My daily tasks are visibly connected to a larger goal or outcome.	___	
I make decisions based on clear criteria, not just urgency or gut feeling.	___	
I revisit and refine my goals at least once per month.	___	

 **Clarity Score: ___ / 25**
20–25: You operate with sharp focus. Keep it systematic.
12–19: You have direction but need sharper filters.
Below 12: Start here — clarity unlocks everything else.

 **Reflection Prompt:** What is the one goal, if achieved this quarter, that would make everything else easier or less necessary?

Domain 2: Execution

Ideas without execution are just intentions. This domain measures how reliably you deliver — whether you follow through on commitments, manage your time with discipline, and produce quality work consistently. High performers are not just smart; they are systematically dependable.

Quiz Statement	Your Score (1–5)	Notes / Evidence
I complete tasks on time without last-minute scrambling more than 80% of the time.	___	
I have a trusted system (digital or physical) to manage tasks and deadlines.	___	
I protect deep work time and minimise interruptions during focused hours.	___	
When I commit to something, I follow through — or proactively renegotiate early.	___	
I regularly review what I've produced and assess whether the quality met my standard.	___	

 **Execution Score: ___ / 25**
20–25: Strong executor — now optimise your systems.
12–19: Good intent but inconsistent follow-through.
Below 12: Focus on one productivity system immediately.

 **Reflection Prompt:** What is one recurring commitment you frequently delay or dilute — and what is the real reason?

Domain 3: Communication

Communication is the highest-leverage skill in any career. It determines how your work is perceived, how your ideas land, and whether others want to work with and for you. This domain evaluates both your expressive clarity — how well you transmit ideas — and your receptive intelligence — how well you listen, interpret, and respond.

Quiz Statement	Your Score (1–5)	Notes / Evidence
When I present an idea, others can easily understand my point and its relevance.	___	
I adapt my communication style based on who I'm speaking to (peer, senior, client).	___	
I listen to understand — not just to respond — and I ask clarifying questions.	___	
I can influence decisions without relying on authority or positional power.	___	
My written communication (email, reports, messages) is clear, concise, and professional.	___	

 **Communication Score: ___ / 25**
20–25: You communicate with impact — keep sharpening.
12–19: Good foundation; focus on active listening.
Below 12: This is your highest-leverage improvement area.

 **Reflection Prompt:** Think of the last time a message you sent was misunderstood. What would you change about how you framed it?

Domain 4: Resilience

Resilience is not about never struggling — it is about how quickly and intelligently you recover. High performers face the same pressures, rejections, and failures as everyone else. The difference is that they have developed the mental and emotional infrastructure to absorb adversity and return to peak performance faster. This domain checks the strength of that infrastructure.

Quiz Statement	Your Score (1–5)	Notes / Evidence
When I face a setback, I can identify what went wrong and move forward without prolonged negativity.	___	
I manage stress through deliberate habits (exercise, rest, boundaries) rather than white-knuckling it.	___	
I can maintain my performance quality even during high-pressure periods.	___	
I don't take critical feedback personally — I extract the signal and act on it.	___	
I have clear personal boundaries that protect my energy for high-priority work.	___	

 **Resilience Score: ___ / 25**
20–25: Strong emotional infrastructure — protect it.
12–19: Resilient in some areas; build deliberate habits.
Below 12: Burnout risk is high — address this first.

 **Reflection Prompt:** What is the most recent professional setback you experienced — and how long did it take you to fully recover and refocus?

Domain 5: Growth Mindset

The fastest-growing professionals are not the most talented — they are the most committed to learning. A growth mindset is not simply optimism; it is an active, systematic investment in developing new capabilities, seeking discomfort, and treating feedback as data rather than judgement. This final domain examines how intentional your growth strategy truly is.

Quiz Statement	Your Score (1–5)	Notes / Evidence
I actively seek out feedback — and I act on it, not just receive it.	___	
I invest at least 30 minutes per week in deliberate learning relevant to my career.	___	
I regularly take on challenges that stretch me beyond my current comfort zone.	___	
When I encounter something I don't know, my first instinct is curiosity, not defensiveness.	___	
I have a clear development plan — not just aspirations, but specific skills I'm building this year.	___	

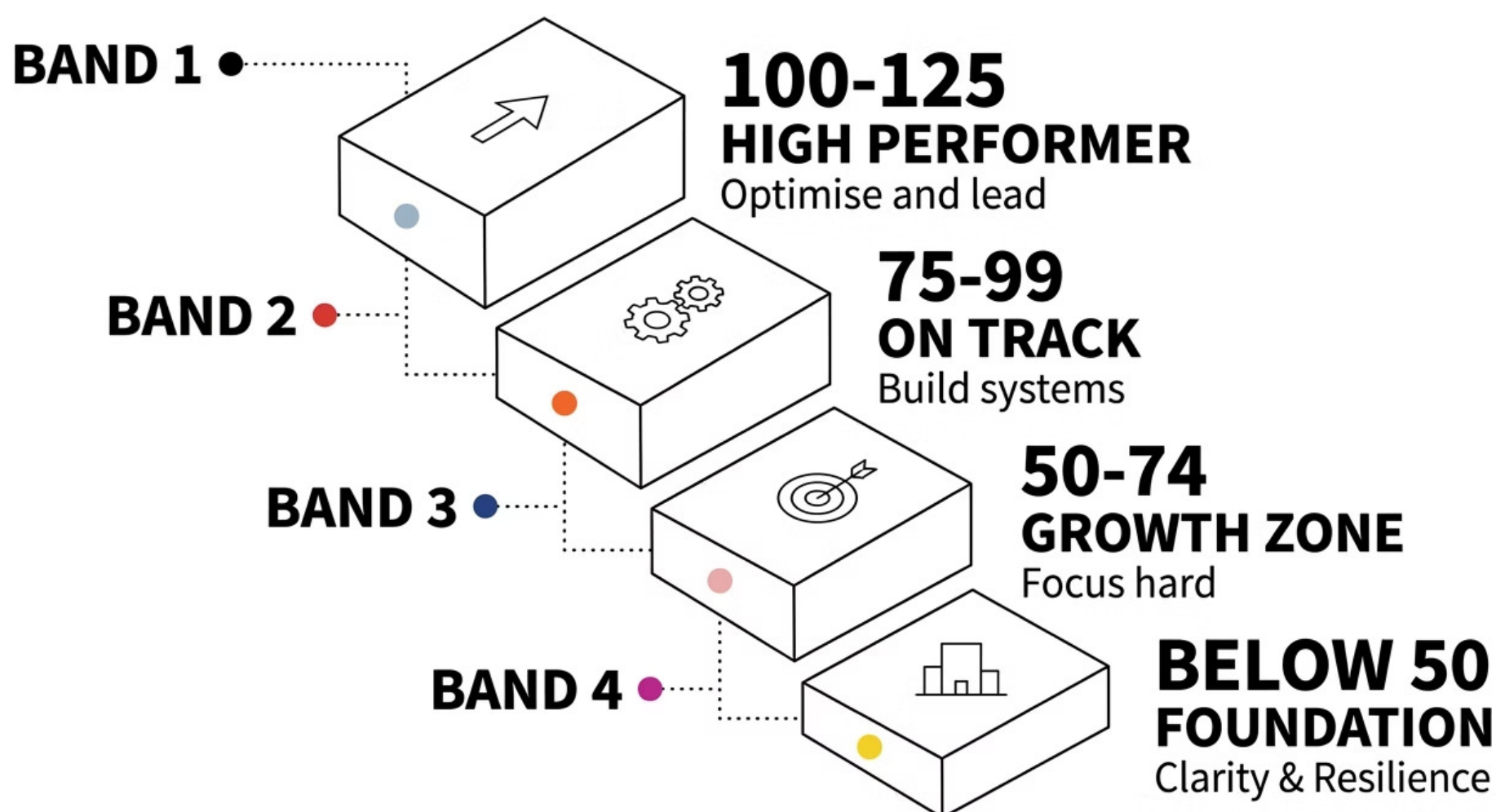
 **Growth Mindset Score: ___ / 25**
20–25: You are a learning machine — keep the systems running.
12–19: Growth-oriented but reactive; build a structured plan.
Below 12: Shift from hoping to grow to planning to grow.

 **Reflection Prompt:** What skill, if developed over the next 6 months, would have the greatest impact on your professional trajectory?

Your Performance Profile: What Your Scores Tell You

Now that you have scored yourself across all five domains, it is time to synthesise your results into a clear performance profile. The goal here is not to feel good or bad about your numbers — it is to identify where your highest-leverage growth opportunities lie. Transfer your scores below and read your corresponding profile description.

Domain	Your Score (/25)	Priority Level
1. Clarity	___	Mark as: ● Critical Focus / ● Needs Attention / ● Maintain
2. Execution	___	Mark as: ● Critical Focus / ● Needs Attention / ● Maintain
3. Communication	___	Mark as: ● Critical Focus / ● Needs Attention / ● Maintain
4. Resilience	___	Mark as: ● Critical Focus / ● Needs Attention / ● Maintain
5. Growth Mindset	___	Mark as: ● Critical Focus / ● Needs Attention / ● Maintain
TOTAL SCORE	___ / 125	



The "Trap of the High Average" ⚠️

Watch out for a total score of 75–95 that **masks a critically low score** in one domain. A score of 3 in every category produces a comfortable total — but a 1 in Resilience paired with 5s everywhere else signals a genuine risk. Always lead with your lowest domain, not your average.

The "Strength Multiplier" 💡

Conversely, a 23–25 in Communication — even if other scores are moderate — can be your **career accelerator**. Identify your single highest-scoring domain and ask yourself: *Am I fully leveraging this strength, or am I treating it as a given?* Strengths need investment too.

From Scores to Strategy: Your 30-Day Action Plan

A self-assessment is only valuable if it changes behaviour. The most common mistake professionals make is completing a diagnostic, feeling briefly motivated, and returning to exactly the same patterns the next morning. This section prevents that. Use it to convert your two lowest-scoring domains into a concrete, time-bound action plan you can start this week — not someday.



The four steps above form a simple but powerful cycle. The goal is not perfection — it is movement. One well-executed habit in a weak domain will compound faster than ten good intentions scattered across all five.

30-Day Action Plan Worksheet

Domain to Improve	Specific Action / Habit	When / How Often	How I'll Know It's Working
Domain #1: _____			
Domain #2: _____			
Strength to Leverage: _____			

Sample Filled-In Plan: Real-World Application

Meet **Shreya, 31, a mid-level marketing manager** who completed this quiz and scored 22 in Communication, 19 in Execution, 14 in Clarity, 13 in Resilience, and 20 in Growth Mindset. Her two critical focus areas were Clarity and Resilience. Here is what her 30-day plan looked like:

Clarity Habit (Lowest Score: 14/25)

Action: Every Sunday evening, write down her top 3 work priorities for the week — and her definition of "done" for each one.

Frequency: Weekly, 15 minutes, Sunday 9pm.

Success indicator: By week 3, she stops saying "I'm not sure what to focus on today" in stand-ups.

Resilience Habit (Second Lowest: 13/25)

Action: After any setback or difficult conversation, journal three sentences: what happened, what she can control, and what she will do differently.

Frequency: As needed, within 2 hours of the event.

Success indicator: Her emotional recovery time shortens from 2–3 days to same-day or next-day by week 4.

Strength Leverage (Highest Score: 22/25 Communication)

Action: Volunteer to present the monthly team report to senior leadership — a visibility opportunity she had been avoiding.

Frequency: Once per month.

Success indicator: Receives a direct positive mention from a VP within the first two presentations.

 **Common Mistake to Avoid:** Choosing more than two focus areas at once. Willpower and attention are finite. Working on five domains simultaneously produces zero meaningful progress in any of them. Ruthlessly prioritise.

KEY TAKEAWAYS

What High Performers Do Next

You have done something that most professionals never do — you have stopped to honestly evaluate where you stand. That self-awareness is not just a soft skill; it is a strategic advantage. Here is everything that matters, distilled into the actions that will make the biggest difference over the next 90 days.

1 Self-awareness is the first unfair advantage

Most people operate on autopilot. By completing this quiz, you have surfaced information that allows you to make intentional, informed choices about your professional development — not reactive ones.

2 Your lowest domain is your highest priority

Do not be seduced by the domains where you feel strong. The domain with the lowest score is almost certainly the one creating the most friction in your career right now — and it deserves your first and most sustained attention.

3 One deliberate habit beats ten vague intentions

The professionals who grow fastest do not have better intentions — they have better systems. Commit to one specific, scheduled habit per growth domain. Specificity is the difference between wishing and doing.

4 Strengths need investment, not just acknowledgement

Your highest-scoring domain is an asset that is either being fully deployed or quietly wasted. Find one deliberate way to leverage your strength visibly in the next 30 days — in a meeting, a project, or a new responsibility.

5 Reassess every 90 days — not annually

Annual reviews are too slow for real professional growth. Return to this quiz at the end of every quarter. Track whether your scores in your focus domains have moved. Scores don't lie, and trends tell a story.

6 Share your plan with one person who will hold you accountable

Accountability is not a sign of weakness — it is a performance multiplier. Tell a trusted colleague, mentor, or coach what you are working on. The act of articulating your plan to another person increases follow-through probability significantly.

Your Next Step Starts Now

Open your calendar. Block 15 minutes this week — not next month, not after the next big project — and begin filling in your 30-Day Action Plan worksheet. High performance is not a personality type. It is a practice. And every practice starts with a single, committed first action.

"You don't rise to the level of your goals. You fall to the level of your systems." — James Clear

Quick Reference: Scoring Bands

- **100–125:** High Performer — Optimise & Lead
- **75–99:** On Track — Build Systems
- **50–74:** Growth Zone — Focus Hard
- **Below 50:** Foundation Phase — Start Now

📅 Reassess every 90 days. Growth is measurable.